Form A: Coaching Application

Name:					
E-mail address: Phone number:					
Position/title:					
Length of service:					
Senior Executive Service (SES) member?	□YES □ NO				
Preferred characteristics of coach (i.e. gender, bar preferred coach in the local geographic area:	ackground, style, special expertise) or specific				
Professional goals:					
Goals and reason for desiring coaching:					
List any relevant assessments you have recently had that could be provided to the coach:					
Have you ever had a coach before? If so, what w	as your experience?				
How soon would you like to get started with a coach?					
Other considerations (e.g., type of coaching, ava	ilability, etc.):				
Supervisor's Name:	Date:				

	Supervisor's sign	ature:					
	Form B: Co	aching	Preferer	nces Guide			
	Please circle t regarding each			at most accura	tely reflect	s your attitu	ıde
1.	To what extent was NASA hierarchy		beneficial for	you to receive ad	vising from a	a person highe	er up in the
	Not at all beneficial	2	3	Moderately beneficial 4	5	6	Highly beneficial 7
	1	2	3	4	Э	6	,
2.	To what extent on the Not at all important	do you feel	I that confider	ntiality is important Somewhat important	when addre	essing your wo	ork priorities? Very important
	1	2	3	4	5	6	7
3.	and schedule we	•		ne in a position of	authority dir	ecting your we	
	Not at all beneficial			Moderately beneficial			Very beneficial
	1	2	3	4	5	6	7
4.	How important is organizational p Not at all important 1			Somewhat important	ugh underst 5	anding of NAS	SA's Very important 7
5.	How important is	s it that you	u have a clea	r measure of your	progress aft	er receiving a	dvice?
	Not at all			Somewhat			Very
	important 1	2	3	important 4	5	6	important 7
6.	J	is the goal	I of the advice	e you are seeking p	orimarily for	personal deve	•
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7

7.	To what degree is your personal life negatively affecting your job capability?						
	Not at all			Somewhat			Very much
	1	2	3	4	5	6	7
8.	I need to learn a	nd practice	specific nev	w job skills that I lac	ck.		
	Strongly disagree			Agree somewhat			Strongly agree
	1	2	3	4	5	6	7
9.	To what extent of beneficial for you			one simply telling yo	ou what to d	o at work wou	uld be
	Not at all beneficial 1	2	3	Moderately beneficial 4	5	6	Very beneficial 7
	'	2	3	4	3	O	,
10.	ability to evaluat			r you to receive adv			
	Not at all beneficial			Moderately beneficial	_	_	Highly beneficial
	1	2	3	4	5	6	7
11.	To what degree feedback?	is confident	tiality import	ant to you in the pro	ocess of red	ceiving advice	e and
	Not at all important			Somewhat important	_		Very important
	1	2	3	4	5	6	7
12.	To what extent is improvement at		collegial re	lationship between	you and an	advisor bene	ficial for your
	Not at all beneficial			Moderately beneficial	_		Very beneficial
	1	2	3	4	5	6	7
13.	How important to	o successfu	ıl advising is	an advisor's exper	tise on the	particulars of	your work? Very
	important 1	2	3	important 4	5	6	important 7

14. To what extent do you think that evaluation of your work performance would be beneficial improvement?					cial for		
	Not at all beneficial			Moderately beneficial			Very beneficial
	1	2	3	4	5	6	7
15.	_	the goal of the	advice yo	ou are seeking prim	arily for career	-	
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7
16.	I believe there is li	ttle, if anything	, that I ca	n do to improve my	current work s	ituation.	
	Strongly disagree			Agree somewhat			Strongly agree
	1	2	3	4	5	6	7
17.	Training in a specipath.	fic area is less	importan	t to me, at this time,	than advice or	n my gene	ral career
	Strongly disagree 1	2	3	Agree somewhat 4	5	6	Strongly agree 7
	•	2	3	4	3	· ·	,
18.	I need to discuss t Strongly	he internal poli	tics of my	organization and he	ow it affects m	y career p	ath. Strongly
	disagree 1	2	3	somewhat 4	5	6	agree 7
19.	To what extent is i relationship?	t important tha	t the relat	ionship between yo	u and your adv	isor is an	equal
	Not at all important			Moderately important			Very important
	1	2	3	4	5	6	7
20.	To what degree is your work priorities	•	important	in your being comfo	ortable enough	to openly	discuss
	Not at all important			Somewhat important			Very important
	1	2	3	4	5	6	7

	Supervisor's sign	ature:					
	Form B: Co	aching	Preferer	nces Guide			
	Please circle t regarding each			at most accura	tely reflect	s your attitu	ıde
1.	To what extent was NASA hierarchy		beneficial for	you to receive ad	vising from a	a person highe	er up in the
	Not at all beneficial	2	3	Moderately beneficial 4	5	6	Highly beneficial 7
	1	2	3	4	Э	6	,
2.	To what extent on the Not at all important	do you feel	I that confider	ntiality is important Somewhat important	when addre	essing your wo	ork priorities? Very important
	1	2	3	4	5	6	7
3.	and schedule we	•		ne in a position of	authority dir	ecting your we	
	Not at all beneficial			Moderately beneficial			Very beneficial
	1	2	3	4	5	6	7
4.	How important is organizational p Not at all important 1			Somewhat important	ugh underst 5	anding of NAS	SA's Very important 7
5.	How important is	s it that you	u have a clea	r measure of your	progress aft	er receiving a	dvice?
	Not at all			Somewhat			Very
	important 1	2	3	important 4	5	6	important 7
6.	J	is the goal	I of the advice	e you are seeking p	orimarily for	personal deve	•
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7

7.	To what degree is your personal life negatively affecting your job capability?						
	Not at all			Somewhat			Very much
	1	2	3	4	5	6	7
8.	I need to learn a	nd practice	specific nev	w job skills that I lac	ck.		
	Strongly disagree			Agree somewhat			Strongly agree
	1	2	3	4	5	6	7
9.	To what extent of beneficial for you			one simply telling yo	ou what to d	o at work wou	uld be
	Not at all beneficial 1	2	3	Moderately beneficial 4	5	6	Very beneficial 7
	'	2	3	4	3	O	,
10.	ability to evaluat			r you to receive adv			
	Not at all beneficial			Moderately beneficial	_	_	Highly beneficial
	1	2	3	4	5	6	7
11.	To what degree feedback?	is confident	tiality import	ant to you in the pro	ocess of red	ceiving advice	e and
	Not at all important			Somewhat important	_		Very important
	1	2	3	4	5	6	7
12.	To what extent is improvement at		collegial re	lationship between	you and an	advisor bene	ficial for your
	Not at all beneficial			Moderately beneficial	_		Very beneficial
	1	2	3	4	5	6	7
13.	How important to	o successfu	ıl advising is	an advisor's exper	tise on the	particulars of	your work? Very
	important 1	2	3	important 4	5	6	important 7

14. To what extent do you think that evaluation of your work performance would be beneficial improvement?					cial for		
	Not at all beneficial			Moderately beneficial			Very beneficial
	1	2	3	4	5	6	7
15.	_	the goal of the	advice yo	ou are seeking prim	arily for career	-	
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7
16.	I believe there is li	ttle, if anything	, that I ca	n do to improve my	current work s	ituation.	
	Strongly disagree			Agree somewhat			Strongly agree
	1	2	3	4	5	6	7
17.	Training in a specipath.	fic area is less	importan	t to me, at this time,	than advice or	n my gene	ral career
	Strongly disagree 1	2	3	Agree somewhat 4	5	6	Strongly agree 7
	•	2	3	4	3	· ·	,
18.	I need to discuss t Strongly	he internal poli	tics of my	organization and he	ow it affects m	y career p	ath. Strongly
	disagree 1	2	3	somewhat 4	5	6	agree 7
19.	To what extent is i relationship?	t important tha	t the relat	ionship between yo	u and your adv	isor is an	equal
	Not at all important			Moderately important			Very important
	1	2	3	4	5	6	7
20.	To what degree is your work priorities	•	important	in your being comfo	ortable enough	to openly	discuss
	Not at all important			Somewhat important			Very important
	1	2	3	4	5	6	7

your field than Not at all beneficial			Somewhat important 4	5	6	Very important 7
To what exten your field than Not at all beneficial	t would it be	beneficial fo	4	5	6	· · ·
your field than Not at all beneficial						1
beneficial		. acquirou:	r you to work with s	omeone who	o has more e	experience in
			Moderately beneficial			Highly beneficial
•	2	3	4	5	6	7
Clear benchm	arking of my	progress at	work would be bene	eficial.		
Strongly			Agree			Strongly
disagree 1	2	3	somewnat 4	5	6	agree 7
				rimarily for t	he developn	nent of a
Not at all 1	2	3	Somewhat 4	5	6	Very much 7
=	e is your wo	rk life negati		personal life?	•	
	•	•		_	C	Very much
'	2	3	4	อ	O	7
Strongly	cific area of l	knowledge tl	Agree	e for my work	ζ.	Strongly
aisagree 1	2	3		5	6	agree 7
It is important Strongly disagree 1	to me to have	e advice fron 3	m a superior within t Agree somewhat 4	the organiza 5	tion.	Strongly agree 7
			ve advice and direc	ction from a p	person who i	s in a position
Not at all helpful	2	3	Somewhat helpful 4	5	6	Extremely helpful 7
	Strongly disagree 1 To what degree particular area Not at all 1 To what degree Not at all 1 There is a specific Strongly disagree 1 It is important Strongly disagree 1 To what exten of authority in Not at all helpful	Clear benchmarking of my Strongly disagree 1 2 To what degree is the goal particular area or structure Not at all 1 2 To what degree is your wook at all 1 2 There is a specific area of Strongly disagree 1 2 It is important to me to hav Strongly disagree 1 2 To what extent would it be of authority in your work and Not at all helpful	Clear benchmarking of my progress at Strongly disagree 1 2 3 To what degree is the goal of the advice particular area or structure within NASA Not at all 1 2 3 To what degree is your work life negative Not at all 1 2 3 There is a specific area of knowledge the Strongly disagree 1 2 3 It is important to me to have advice from Strongly disagree 1 2 3 To what extent would it be helpful to have a duthority in your work area? Not at all helpful	Clear benchmarking of my progress at work would be benefit strongly disagree 3 To what degree is the goal of the advice you are seeking properticular area or structure within NASA? Not at all 1 2 3 To what degree is your work life negatively affecting your properticular area or structure within NASA? Not at all 1 2 3 To what degree is your work life negatively affecting your properticular area of knowledge that I wish to acquire a samewhat 1 2 3 There is a specific area of knowledge that I wish to acquire somewhat 1 2 3 4 It is important to me to have advice from a superior within the strongly disagree disagree disagree disagree 3 To what extent would it be helpful to have advice and directly affecting your properties. To what extent would it be helpful to have advice and directly affecting your properties. To what extent would it be helpful to have advice and directly affecting your properties.	Clear benchmarking of my progress at work would be beneficial. Strongly disagree disagree 3 4 5 To what degree is the goal of the advice you are seeking primarily for the particular area or structure within NASA? Not at all Somewhat 1 2 3 4 5 To what degree is your work life negatively affecting your personal life? Not at all Somewhat 1 2 3 4 5 There is a specific area of knowledge that I wish to acquire for my work strongly disagree somewhat 1 2 3 4 5 It is important to me to have advice from a superior within the organizar strongly disagree somewhat 1 2 3 4 5 To what extent would it be helpful to have advice and direction from a sof authority in your work area? Not at all helpful Somewhat helpful	Clear benchmarking of my progress at work would be beneficial. Strongly disagree somewhat 1 2 3 4 5 6 To what degree is the goal of the advice you are seeking primarily for the developm particular area or structure within NASA? Not at all Somewhat 1 2 3 4 5 6 To what degree is your work life negatively affecting your personal life? Not at all Somewhat 1 2 3 4 5 6 There is a specific area of knowledge that I wish to acquire for my work. Strongly Agree disagree somewhat 1 2 3 4 5 6 It is important to me to have advice from a superior within the organization. Strongly Agree somewhat 1 2 3 4 5 6 It is important to we to have advice from a superior within the organization. Strongly disagree somewhat 1 2 3 4 5 6 To what extent would it be helpful to have advice and direction from a person who is of authority in your work area? Not at all helpful Somewhat helpful

your field than Not at all beneficial			Somewhat important 4	5	6	Very important 7
To what exten your field than Not at all beneficial	t would it be	beneficial fo	4	5	6	· · ·
your field than Not at all beneficial						1
beneficial		. acquirou:	r you to work with s	omeone who	o has more e	experience in
			Moderately beneficial			Highly beneficial
•	2	3	4	5	6	7
Clear benchm	arking of my	progress at	work would be bene	eficial.		
Strongly			Agree			Strongly
disagree 1	2	3	somewnat 4	5	6	agree 7
				rimarily for t	he developn	nent of a
Not at all 1	2	3	Somewhat 4	5	6	Very much 7
=	e is your wo	rk life negati		personal life?	•	
	•	•		_	C	Very much
'	2	3	4	อ	O	7
Strongly	cific area of l	knowledge tl	Agree	e for my work	ζ.	Strongly
aisagree 1	2	3		5	6	agree 7
It is important Strongly disagree 1	to me to have	e advice fron 3	m a superior within t Agree somewhat 4	the organiza 5	tion.	Strongly agree 7
			ve advice and direc	ction from a p	person who i	s in a position
Not at all helpful	2	3	Somewhat helpful 4	5	6	Extremely helpful 7
	Strongly disagree 1 To what degree particular area Not at all 1 To what degree Not at all 1 There is a specific Strongly disagree 1 It is important Strongly disagree 1 To what exten of authority in Not at all helpful	Clear benchmarking of my Strongly disagree 1 2 To what degree is the goal particular area or structure Not at all 1 2 To what degree is your wook at all 1 2 There is a specific area of Strongly disagree 1 2 It is important to me to hav Strongly disagree 1 2 To what extent would it be of authority in your work and Not at all helpful	Clear benchmarking of my progress at Strongly disagree 1 2 3 To what degree is the goal of the advice particular area or structure within NASA Not at all 1 2 3 To what degree is your work life negative Not at all 1 2 3 There is a specific area of knowledge the Strongly disagree 1 2 3 It is important to me to have advice from Strongly disagree 1 2 3 To what extent would it be helpful to have a duthority in your work area? Not at all helpful	Clear benchmarking of my progress at work would be benefit strongly disagree 3 To what degree is the goal of the advice you are seeking properticular area or structure within NASA? Not at all 1 2 3 To what degree is your work life negatively affecting your properticular area or structure within NASA? Not at all 1 2 3 To what degree is your work life negatively affecting your properticular area of knowledge that I wish to acquire a samewhat 1 2 3 There is a specific area of knowledge that I wish to acquire somewhat 1 2 3 4 It is important to me to have advice from a superior within the strongly disagree disagree disagree disagree 3 To what extent would it be helpful to have advice and directly affecting your properties. To what extent would it be helpful to have advice and directly affecting your properties. To what extent would it be helpful to have advice and directly affecting your properties.	Clear benchmarking of my progress at work would be beneficial. Strongly disagree disagree 3 4 5 To what degree is the goal of the advice you are seeking primarily for the particular area or structure within NASA? Not at all Somewhat 1 2 3 4 5 To what degree is your work life negatively affecting your personal life? Not at all Somewhat 1 2 3 4 5 There is a specific area of knowledge that I wish to acquire for my work strongly disagree somewhat 1 2 3 4 5 It is important to me to have advice from a superior within the organizar strongly disagree somewhat 1 2 3 4 5 To what extent would it be helpful to have advice and direction from a sof authority in your work area? Not at all helpful Somewhat helpful	Clear benchmarking of my progress at work would be beneficial. Strongly disagree somewhat 1 2 3 4 5 6 To what degree is the goal of the advice you are seeking primarily for the developm particular area or structure within NASA? Not at all Somewhat 1 2 3 4 5 6 To what degree is your work life negatively affecting your personal life? Not at all Somewhat 1 2 3 4 5 6 There is a specific area of knowledge that I wish to acquire for my work. Strongly Agree disagree somewhat 1 2 3 4 5 6 It is important to me to have advice from a superior within the organization. Strongly Agree somewhat 1 2 3 4 5 6 It is important to we to have advice from a superior within the organization. Strongly disagree somewhat 1 2 3 4 5 6 To what extent would it be helpful to have advice and direction from a person who is of authority in your work area? Not at all helpful Somewhat helpful

29.	changes in you		that confide	ntiality is important	wnen addre	ssing now to	таке
	Not at all important			Somewhat important			Very important
	1	2	3	4	5	6	7
30.	To what extention the ability to pl			anning of your work pervisor	k from a supe	erior more im	portant that
	Not at all important			Somewhat important			Very important
	1	2	3	4	5	6	7
31.	To what extengiving you adv		visor's expe	tise in your specific	c area of wor	k impact the	ir credibility in
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7
32.	To what extento your work? Not at all beneficial	t would a cle	ar and quan	tifiable measure of Somewhat beneficial 4	your work an	nd progress I	ve beneficial Very beneficial 7
33.	for which you			e you are seeking t	or the develo	opment of the	e organization
	Not at all 1	2	3	Somewhat 4	5	6	Very much 7
34.	I need to discu	iss some per	sonal matte	s about my sense	of well-being	1.	
.	Strongly disagree	·		Agree somewhat	_	,	Strongly agree
	1	2	3	4	5	6	7
35.	There are spec	cific skills tha	at are import	ant for me to acqui	re for my wo	rk.	
	Strongly disagree			Agree somewhat			Strongly agree
	1	2	3	4	5	6	7
36.	development.	to me to rece	eive career a	dvice from a super	ior who coul	d help guide	my career
	Not at all important			Somewhat important			Very important
	1	2	3	· 4	5	6	· 7

Form C: Coaching Agreement

We are voluntarily entering into a formal coaching relationship partnership, which we expect to benefit NASA and us. The following highlights the features of our partnership:

1. Coaching partnership objectives:
2. Coaching milestones related to objectives:
3. Measures of success related to objectives:
Specific role of the coach and key stakeholders:
Coach:
Client:
Other key stakeholders (manager, peers, direct reports, and customers):

5. Specific logistics of the coaching partnership: [PI contact locations, durations, frequency, total time es estimates, methods for staying in contact, etc.]	
6. The client will gain commitment of his/her supervi	sor by:
7. We will honor the following confidentiality ag	greement:
This agreement remains in effect for twelve months. time by either the coach or the individual being coach	
Signature:	Signature:
Individual Being Coached	Coach
Instructions: Please complete and return a copy of	this form to Cambria Consulting (fax: 617-

Instructions: Please complete and return a copy of this form to Cambria Consulting (fax: 617-523-7817; email: *dsteinbrenner@cambriaconsulting.com*), as well as to the coachee's local center coordinator for the coaching program.

Form D: Mid-Point Assessment

1.	What coaching a	activities have y	ou participated in since the	e start of the coa	ching process?
2.		ave these coac	hing activities contributed t	o your goals so	
	Very little 1	2	Moderately 3	4	Very much 5
2	l am an track in a	accompliabing p	ny ao ao ing gaola		
ა.	Very little	iccomplishing n	ny coaching goals. Moderately		Very much
	1	2	3	4	5
4.	There have been	changes in my	goals since beginning coa	aching.	
	Very little 1	2	Moderately 3	4	Very much 5
5.	If there have bee	n changes in yo	our goals, what are they?		
	As a result of the ganization, and/or		far, I have had an impact on nal mission.	on the mission of	f NASA, my
	Very little	2	Moderately 3	4	Very much 5
	•	-	•	7	•

7. What was this im enable it?	npact, if any? Ho	ow did the coaching contrib	oute to or	
=	lationship is wor	king extremely well.		
Very little 1	2	Moderately 3	4	Very much 5
9. The coaching rel Very little 1	lationship is not	working well. Moderately 3	4	Very much 5
	provement or is ts, and areas fo	n't working? Identify conce r revision.	rns,	
11. My coach is will	ling to adapt to	changes in our coaching re	alationship	
Very little 1	2	Moderately 3	4	Very much 5
Name:			Date:	

Form E: Final Assessment

Results of Coaching

My coach helped me to set focused and clearly defined goals.					
Strongly		Neither agree		Strongly	
disagree		or disagree		agree	
1	2	3	4	5	
To what downs a	محمد محمد		n		
=	id you accom		'		
	•	_	4	Completely	
1	2	3	4	5	
What goals did vo	ou accomplis	h through coaching?			
Times grant and ye					
Are there any go	als that you o	did not achieve? If so, what	are they?		
What new skills h	nave you lear	rned through coaching?			
	Strongly disagree 1 To what degree d Not at all 1 What goals did you	Strongly disagree 1 2 To what degree did you accome Not at all 1 2 What goals did you accomplist Are there any goals that you of the strong	Strongly disagree or disagree or disagree 1 2 3 To what degree did you accomplish the goals that you set Not at all Moderately 1 2 3 What goals did you accomplish through coaching?	Strongly disagree or disagree 1 2 3 4 To what degree did you accomplish the goals that you set? Not at all Moderately 1 2 3 4 What goals did you accomplish through coaching? Are there any goals that you did not achieve? If so, what are they?	

6.	I have applied the ne	ew skills I have	e learned.		
	Strongly disagree		Neither agree or disagree		Strongly agree
	1	2	3	4	agree 5
7.	What behaviors have coaching?	e you changed	d or what new behavio	ors have you le	earned through
8.	I have applied the ne	ew behaviors	l have learned.		
	Strongly disagree		Neither agree or disagree		Strongly agree
	1	2	3	4	5
9.		open-minded	d in how I approach my	y work as a res	•
	Strongly disagree		Neither agree or disagree		Strongly agree
	1	2	3	4	5
40	Lancas and willings to				
10.	coaching.	participate in i	earning or developme	ntai activities a	as a result of
	Strongly		Neither agree		Strongly
	disagree 1	2	or disagree 3	4	agree 5
	ı	2	3	4	3
11.	As a result of coachi		d an impact on the mis	sion of NASA	my organization,
	Strongly		Neither agree		Strongly
	disagree 1	2	or disagree 3	4	agree 5
	•	-	<u>-</u>	•	Ū

12. What wa	as this impact, if any? F	low did the coaching con	tribute to or enab	le it?
Coaching Relati	ionship			
13. What pro	oblems did you encoun	ter with your coach or the	e coaching proce	ss?
14. How wer	re problems with your o	coach or the coaching pro	ocess addressed?	?
15. My coac	h was verv effective in	helping me achieve my	goals.	
Strongly	y	Neither agree	<u> </u>	Strongly
disagree 1	e 2	or disagree 3	4	agree 5

21.	I received encou		I support from human res	ources to parti	cipate in the
Del-	ationship				
20.	In what way(s) c	lid your manaç	ger/supervisor offer suppo	ort or encourag	jement?
•	disagree 1	2	or disagree 3	4	agree 5
!	participate in the Strongly		Neither agree	iate manager/s	Strongly
	sory Relations	-			
	1	2	3	4	5
;	Strongly disagree		Neither agree or disagree		Strongly agree
18. [My coach gave	me constructiv	re feedback.		
	1	2	3	4	5
,	Strongly disagree		Neither agree or disagree		Strongly agree
17	My coach and I	were compatik	nle		

22. In what way(s) did human resources offer you support or encou	ragement?
Name:	Date:

Form F: Follow-up Assessment

	1.	The goals set by	my coach an	d me continue to be usef	^f ul.	
2 3 4 5 2. To what degree have you mastered the goals you set with your coach? Not at all Moderately Completely 1 2 3 4 5 3. To what degree are you utilizing the skills you learned? Not at all Moderately Completely 1 2 3 4 5 4. To what degree are you utilizing the behaviors you learned? Not at all Moderately Completely 1 2 3 4 5 5. I am more open-minded in how I approach my work as a result of coaching. Strongly Neither agree						
Not at all 2 3 3 4 5 3. To what degree are you utilizing the skills you learned? Not at all 2 3 4 5 4. To what degree are you utilizing the behaviors you learned? Not at all 2 3 4 5 4. To what degree are you utilizing the behaviors you learned? Not at all Moderately Completely 1 2 3 4 5 5. I am more open-minded in how I approach my work as a result of coaching. Strongly Neither agree or disagree 1 2 3 4 5 6. Have you identified new goals and are you working on achieving them? 7. Are you interested in engaging in a coaching relationship in the future? If so, why? 8. I am more willing to participate in learning or developmental activities as a result of coaching. Strongly Neither agree Strongly		1	2	_	4	- <u>-</u>
1 2 3 4 5 3. To what degree are you utilizing the skills you learned? Not at all Moderately Completely 1 2 3 4 5 4. To what degree are you utilizing the behaviors you learned? Not at all Moderately Completely 1 2 3 4 5 5. I am more open-minded in how I approach my work as a result of coaching. Strongly Neither agree or disagree 1 2 3 4 5 6. Have you identified new goals and are you working on achieving them? 7. Are you interested in engaging in a coaching relationship in the future? If so, why? 8. I am more willing to participate in learning or developmental activities as a result of coaching. Strongly Neither agree Strongly	2.	To what degree I	have you mas	stered the goals you set v	vith your coach	?
3. To what degree are you utilizing the skills you learned? Not at all 2 3 4 5 4. To what degree are you utilizing the behaviors you learned? Not at all Moderately Completely 1 2 3 4 5 5. I am more open-minded in how I approach my work as a result of coaching. Strongly Neither agree or disagree 1 2 3 4 5 6. Have you identified new goals and are you working on achieving them? 7. Are you interested in engaging in a coaching relationship in the future? If so, why? 8. I am more willing to participate in learning or developmental activities as a result of coaching. Strongly Neither agree Strongly			2		1	· - ·
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disagree or disagree agree		Strongly disagree		Neither agree or disagree		Strongly agree

9.	coaching experie		e more interested in l	oment since your	
	Not at all interested		Moderately		Extremely Interested
	1	2	3	4	5
10.	How can the hum	nan resources st	aff help you to contin	ue with your own	development?
Nar	me:			Date:	

Form G: Supervisory Assessment

Employee Coached

1. There has been an improvement in my employee's performance and effectiveness since engaging in executive coaching.

Strongly		Neither agree		Strongly
agree		nor disagree		agree
1	2	3	4	5

2. There has been an improvement in my organization's performance since my employee engaged in coaching.

Strongly		Neither agree		Strongly
agree		nor disagree		agree
1	2	3	4	5

3. Please rate your employee's performance improvement in the following NASA Leadership Model Executive Discipline Competencies. Circle the appropriate number for each competency listed.

Knowledge of technical discipline

Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5

Ability to communicate and advocate discipline-related knowledge

Little		Moderate	Ū	Exceptional
improvement		improvement		improvement
1	2	3	4	5

Ability to actively lead and manage change

Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5

Ability to maximize human capital and build employee commitment

Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5

Ability to achieve program goals and objectives

Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	. 3	4	. 5

Judgment and decision-making ability

Little	_	Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5

Ability to build trust a	nd supportive i			
Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5
Ability to manage self	-development			
Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5
Ability to understand	and leverage th	ne informal organization		
Little		Moderate		Exceptional
improvement		improvement		improvement
1	2	3	4	5
Ability to decime was				
Ability to design proce	esses to acniev			
Little .		. Moderate		Exceptional
improvement	_	improvement		improvement
1	2	3	4	5
Ability to anticipate ar	nd fulfill custon	ner needs		
Little		Moderate		Exceptional
improvement		improvement		improvement
. 1	2	3	4	. 5
Ability to efficiently al	locate and man	ago rocouroos		
Little	iocale and mai	Moderate		Exceptional
		improvement		
improvement	0	improvement	4	improvement
improvement 1	2	improvement 3	4	improvement 5
Ability to understand		internal and external str		5 and regulations
Ability to understand a		internal and external str Moderate		5 and regulations Exceptional
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4. Please cite a specific example of the employee's improved perform effectiveness that can be attributed to this coaching:	rmance or
Employee name:	
Supervisor name:	
Supervisor signature	Date: